

Approved Core Competency Diversity, Fairness, and Access

Public trust and confidence in the judicial branch is predicated upon the principles of due process and equal access to justice for all persons. Consequently, judicial branch education must offer courses on diversity, fairness, and access as a core component for judicial officers, court administration, and court personnel. The education will help ensure they model fairness in their behavior as it impacts the judicial branch. The education should also help ensure that justice system professionals facilitate access for court users in both word and deed, and incorporate diversity in their human resources activities. Likewise, each judicial branch educator is responsible for modeling fairness in their behavior and incorporating diversity into educational processes, services, and products.

The following competencies are essential for ensuring diversity, fairness, and access in judicial branch education.

- Knowledge of the definitions, elements, features and theories of biases (implicit / explicit), prejudice, discrimination, stereotyping, and cultural incompetence
- Knowledge of the impact of racism, biases, prejudice, discrimination, stereotyping and cultural incompetence including how they are manifested and experienced individually, systemically, and institutionally
- Knowledge of the issues limiting or impeding access to justice (including disability, language, education, citizenship status, veteran status, age, socio-economic background and others) and the role of education in addressing and eliminating them
- Knowledge of resources, strategies, models, and techniques to facilitate effective education on diversity, fairness, and access issues in the judicial branch, including:
 - Integrating diversity, fairness, and access into judicial branch education processes (needs assessment, evaluation, etc.) and products (courses, materials, visuals, etc.)
 - Educating faculty on how to incorporate and address fairness issues
 - Managing the phases and stages necessary to develop and sustain robust fairness education
 - Handling difficult classroom situations and topics
- Knowledge of characteristics, qualities, and behaviors that indicate the fairness of individuals who serve as faculty and committee members

- Knowledge of one's own potential for biases and underlying predisposition
- Ability to communicate the importance and value of diversity, fairness, and access issues in judicial branch education and the judicial branch
- Ability to demonstrate and model fairness in all behaviors that reflect upon the judicial branch
- Ability to identify, select, and involve individuals with diverse characteristics, abilities, perspectives and/or backgrounds (e.g., race, ethnicity, age, gender, sexual orientation, persons with disabilities, etc.) to serve as committee members and faculty
- Ability to effectively plan, support, and sustain courses that address diversity, fairness, and access issues and appropriately modify attitudes and beliefs based on local needs as well as the most recent and relevant theories, research, perspectives, and information
- Ability to effectively and respectfully incorporate diversity, access, and fairness issues into all educational processes and products, including needs assessments, courses (learning objectives, content, materials, and visuals), and evaluation processes
- Ability to ensure that faculty members receive assistance, mentoring, and corrective feedback on learning objectives, course content, materials, visuals, personal behavior, and course management with regard to diversity, fairness, and access issues
- Ability to ensure that all judges and court personnel have equal access to educational programs, courses, materials, and services, including:
 - Course dates that do not impinge on ethnic and religious holidays
 - Course announcements in multiple formats
 - ADA compliant site selection and room set up for in-person courses and online content
 - Registration processes that gather requests for special needs
 - Content and materials available in alternative formats
 - Sight and sound enhancements as necessary